

5. Workforce Fact Sheet - BHR - FY17

Monday, January 25, 2016
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Agency Size (largest to smallest)

Executive Branch Departments and Bureaus	Total Employees	Percent of Total State Employees
Social Services	1,621	12.5%
Transportation	957	7.4%
Corrections	826	6.4%
Human Services	498	3.8%
Health	456	3.5%
Game, Fish, and Parks	432	3.3%
Labor and Regulation	401	3.1%
Public Safety	397	3.1%
Information and Telecommunications	368	2.8%
Revenue	245	1.9%
Environment and Natural Resources	180	1.4%
Agriculture	178	1.4%
Education	175	1.4%
Administration	152	1.2%
Military	105	0.8%
Veterans' Affairs	104	0.8%
Human Resources	73	0.6%
Governor's Office of Economic Development	35	0.3%
Finance and Management	35	0.3%
South Dakota Retirement System	31	0.2%
Tourism	27	0.2%
Tribal Relations	5	0.1%
Total	7,301	56.5%



BHR's mission is to *acquire, manage, and retain the talent* State agencies need to efficiently deliver high-quality services to South Dakotans. Our mission is carried out through three key strategies: Talent Acquisition, Talent Management, and Talent Retention.

Talent Acquisition – We help agencies set competitive salaries, market State government, and select the most qualified candidates to ensure agencies acquire the talent they need.

Services include:

- ✓ **Competitive Compensation Practices**
- ✓ **Workforce Planning Guides**
- ✓ **Marketing Strategies & Recruitment Services**
- ✓ **Employee Selection Tools & Services**

Talent Management – We help agencies efficiently manage talent through effective performance management practices, and by providing job analyses and actionable employee data to managers.

Services include:

- ✓ **Performance Management Systems & Tools**
- ✓ **Employee Surveys**
- ✓ **Job Analysis & Classification**

Talent Retention – We help agencies build a work environment that promotes retention through effective leadership, career development, and value-added benefits.

Services include:

- ✓ **Leadership Development Program & Resources**
- ✓ **Succession Planning Tools**
- ✓ **Training & Career Development Planning**
- ✓ **Benefits Program**

For additional information on the services we provide, please contact a member of our management team.

BHR Management Team	Phone
Laurie Gill Commissioner	773.4918
Kevin Forsch Director of Compensation & Agency Support	773.3148
Ellen Zeller Director of Classification & Training	773.3148
Tom Steckel Director of Benefits	773.3148
Chris Houlette Attorney	773.4918
Main Line	773.3148

South Dakota State Government WORKFORCE FACT SHEET Fall 2015

This fact sheet is provided by the Bureau of Human Resources (BHR) to give a snapshot of State employee data. Although many specific figures in this document change daily, this data accurately reflects the State workforce. All figures represent only Executive Branch employees and do not include Board of Regents employees or elected officials, other than employees of the Governor.

BHR provides a wide array of human resource services to employees in the Executive Branch, which includes all employees under the direction of elected officials and the Board of Regents; the Judicial Branch; and the Legislative Branch of South Dakota State Government.

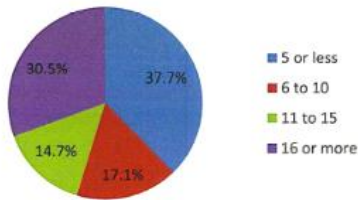
BHR's Vision

Our vision is for State government to be recognized throughout South Dakota as an employer of choice by employing an engaged workforce that sets the standard for service, excellence, and innovation.

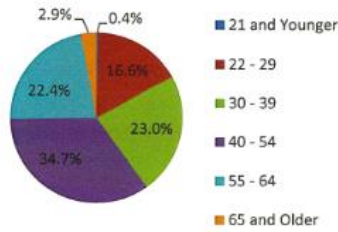
The "Average" State Employee in 2015

Current Age	44.0
Age at Hire	32.7
Annualized Pay	\$45,881
Years of Service	11.9
Years to Retirement	19.1

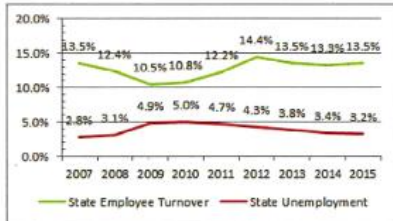
Years of Service



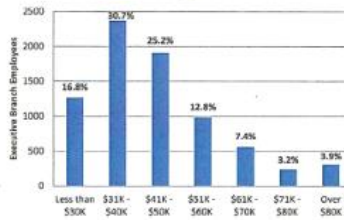
Age



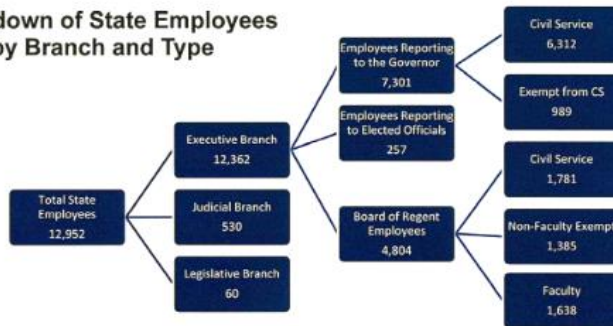
Statewide Turnover



Salary



Breakdown of State Employees by Branch and Type



Salary Increase History

General, Medical, and Law Enforcement Salary Structures			Career Bands		
Fiscal Year	Market Adjustment	Movement Toward Market	Market Adjustment		Pay for Performance
FY12	0.0%	0.0%	0.0%		0.0%
FY13	3.0%	2.5%	Accounting	3.0%	Up to 7% movement toward market target
			Engineering	3.0%	
			Environmental Science	3.0%	
			Information Technology	3.0%	
			Nursing	3.0%	
FY14	3.0%	3.5%	Accounting	4.0%	Up to 4.5% based on ACES performance score
			Engineering	3.5%	
			Environmental Science	3.5%	
			Information Technology	3.5%	
			Nursing	4.0%	
FY15	3.0%	3.0%	Accounting	3.0%	Up to 4.5% based on ACES performance score
			Engineering	3.0%	
			Environmental Science	3.0%	
			Information Technology	3.0%	
			Nursing	3.0%	
FY16	2.0%	2.0%	Accounting	1.7%	Up to 3.6% based on ACES performance score
			Engineering	2.0%	
			Environmental Science	6.6%	
			Information Technology	1.1%	
			Nursing	0.0%	